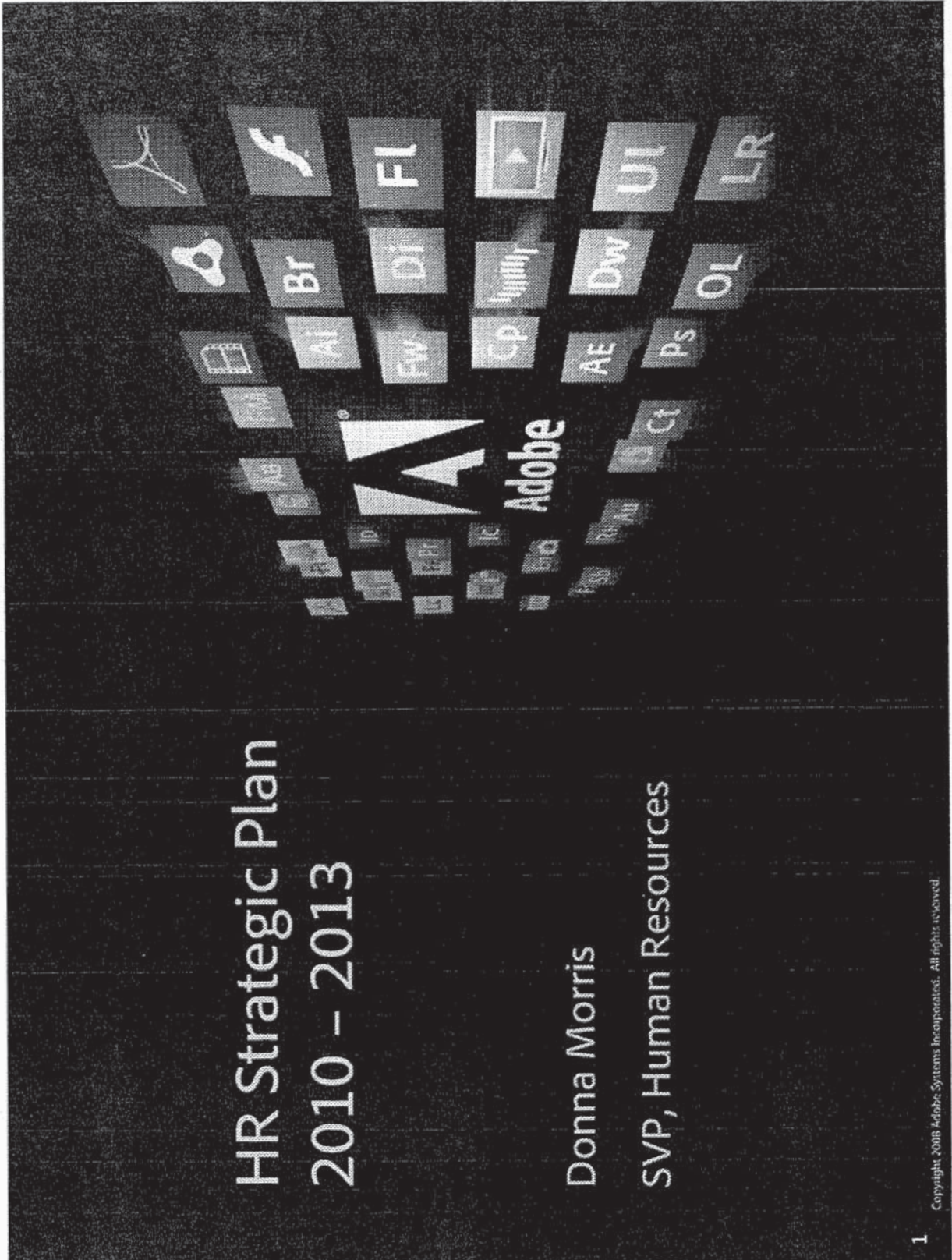


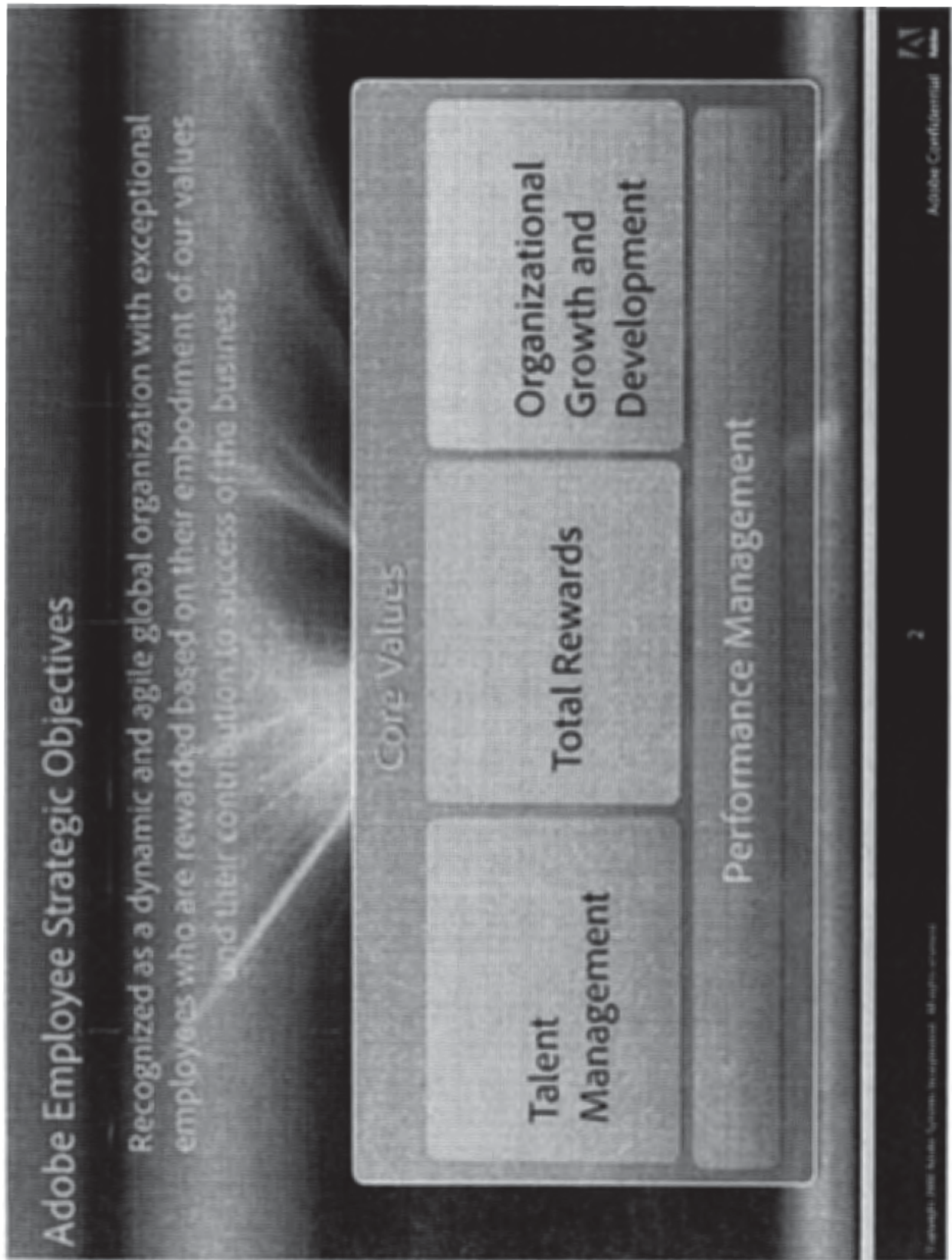
EXHIBIT 5

HR Strategic Plan 2010 - 2013


Donna Morris
SVP, Human Resources

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HR Strategic Imperatives and Success Attributes		
Focus Area	Strategic Imperative	Key Success Attributes
		

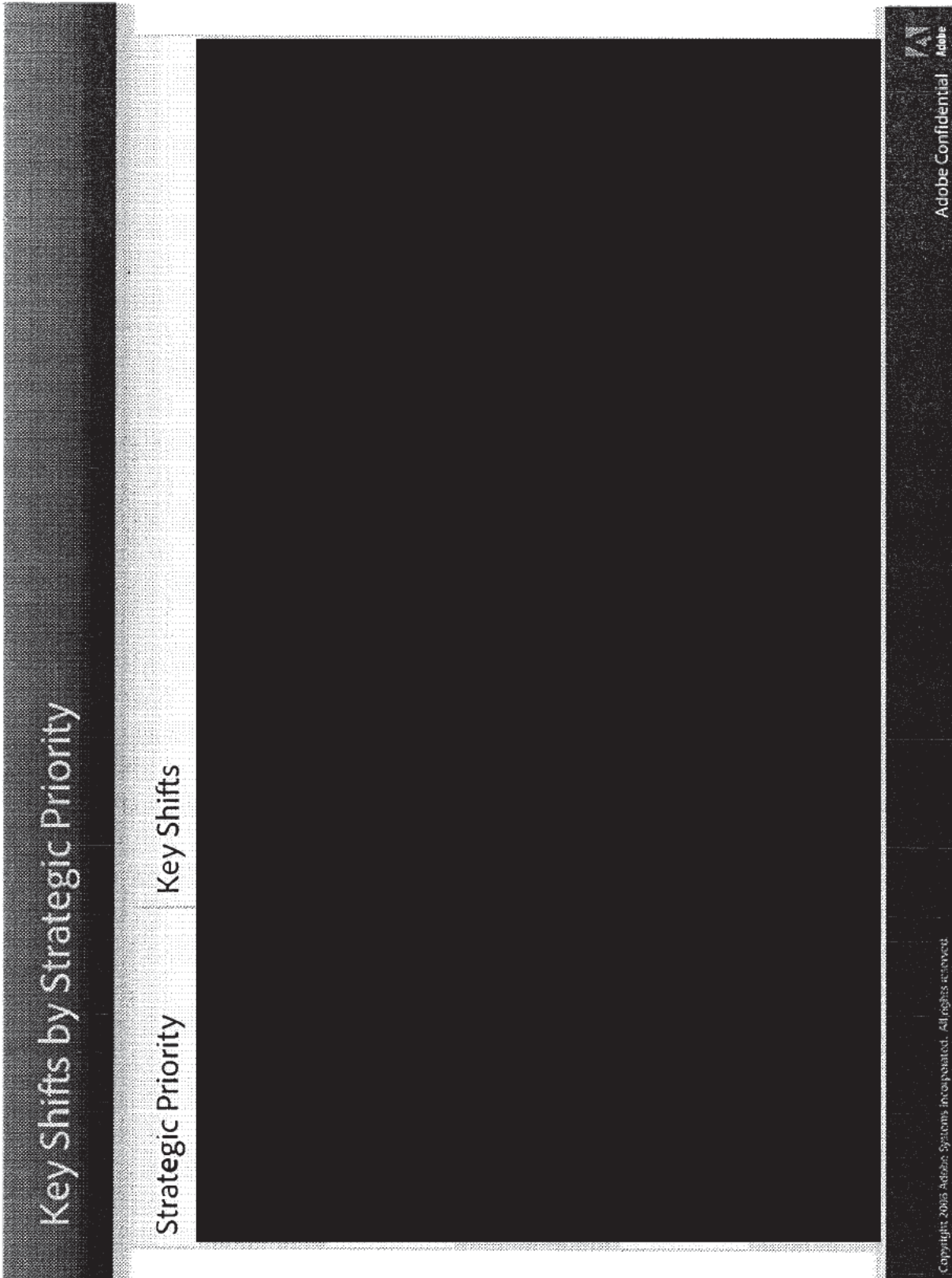
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Talent Acquisition Philosophy



Extend market leadership in our business by identifying and acquiring exceptional talent from university grad to executive level in established and emerging territories, as well as internal movement of great internal talent

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Talent Acquisition Strategic Success



Current

Future



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Performance Management Philosophy



Continue to evolve culture toward pay for performance where key contributions of employees are recognized and rewarded, and managing performance is a key requirement to growing the business

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Performance Management Strategic Success



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Future State Overview - Managing Performance



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Total Rewards Philosophy



Provide market competitive rewards allowing us to attract and retain great global talent and differentiate based on exceptional company and individual performance

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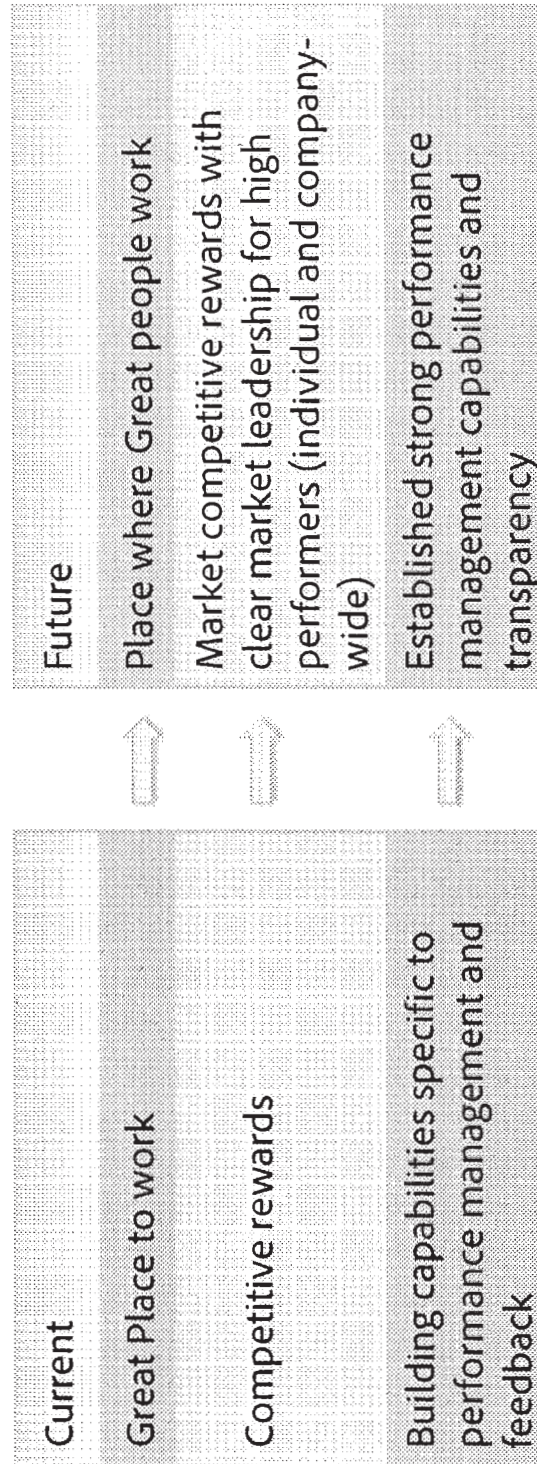
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Total Rewards Strategic Success

- Provide market competitive rewards allowing us to attract and retain great global talent and differentiate based on exceptional company and individual performance
- We are shifting our strategy to align to a pay for performance culture:



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Future State Overview - Total Rewards Priorities

- Ensure Total Rewards objectives align with, enable and support the company business strategy
- Actively work on building management capabilities associated with performance management to establish a culture which represents merit based rewards
- Ensure rewards are differentiated based on exceptional company and individual performance for merit, equity and variable compensation
- Market Competitive rewards with clear market leadership for higher performance



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